

Departmental Short-Term and Long-Term Strategic Issues

Department: Human Resources

Date: FY 2007

Short-Term Issues: List critical issues facing the department now and through the next couple fiscal years.

- Staffing
 - Attraction & retention of skilled, qualified employees
 - Minority Recruiting – Diversity
- Technology
 - Web-based information/applications for employees and citizens
 - Imaging vs. paper record retention
 - Management Reporting
- Workforce Development/Supervisory Training
- Competitive Benefits at Affordable Prices
 - Healthcare Costs
 - Retiree Benefits
 - Wellness Education
- Competitive Salaries

Long-Term Issues: List major issues or trends that may confront the department beyond the next couple fiscal years.

- Staffing – Recruitment & Retention
 - Untrained workforce
 - Demographic shifts impacting staffing
 - Aging of Workforce
 - Shortage of Skilled workers
- Technology
 - Technical knowledge and ability of staff to keep up with evolving trends
 - HR/Payroll system upgrades / maintenance
 - Employee / Management self-service
- Legislation
 - Education of and compliance with new legislation
- Workforce Development/Supervisory Training
- Competitive Benefits at Affordable Prices
- Competitive Salaries